

Solidarity Breaks: Dos and Don'ts

Best Practices

The CAPS Solidarity Breaks are to be taken during your regular break period that you are allowed pursuant to California Labor Code. These breaks are meant to be taken with other State Scientist colleagues in solidarity with the CAPS Bargaining Team who are meeting with the State on Tuesdays to help us win a better contract.

Coordination of CAPS Solidarity Breaks can be easy. See the materials CAPS has produced [here](#) to help you get a group together to stand together!

Below are Best Practices to get you started in organizing and participating in this CAPS Action.

DO:

- **DO** coordinate with your colleagues to take your CAPS Solidarity Break on Tuesdays during your regular break period.
- **DO** take your full break.
- **DO** continue your typical practice when it comes to taking breaks (i.e. if you normally tell your supervisor that you're going on break, tell them).
- **DO** change into your CAPS T-shirt (if you're not already wearing it) for the break.
- **DO** put the break on your calendar (i.e. "CAPS Solidarity Break").
- **DO** request CAPS-produced signs for you and your colleagues, if you want.
- **DO** post about your solidarity break on Instagram using the hashtag #ValueScientists, and tag @capsscscientists.
- **DO** take your break in a public area, wherever you'll get noticed the most, without blocking pathways or interfering with other employees' breaks.
- **DO** contact CAPS if you're denied breaks during the workday (caps@capsscscientists.org).

DO NOT:

- Do NOT take a longer break than normally approved.
- Do NOT create your own signs with the CAPS logo.
- Do NOT create any signs with inappropriate language or symbols.
- Do NOT disrupt work at your worksite. Keep it professional, keep it at a decibel that will allow others to continue working.
- Do NOT harass anyone who is not taking a solidarity break.
- Do NOT take a break if your supervisor says you cannot take a break at that time.



CALIFORNIA ASSOCIATION OF
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